

Bargaining Unit 3
Non-Supervisory White Collar
The Fresno City Employees Association, Inc. (FCEA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2007: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$822.00 City Contributes \$657.60 Employee Contributes \$164.40
Retirement *	City = 10.51% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP
Life Insurance	None
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2 (ID Techs and CSOs receive an additional 1.33 holiday hours per month)
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334
Sick Leave (Available after 6 months)	8 hours per month
Family Sick Leave	Up to 48 hours of accumulated sick leave per fiscal year
Supplemental Sick Leave	40 hours per fiscal year
Uniform Allowance	If required = \$30.00 per month CSOs, Fire Prevention Inspectors, and Life Skills instructors = \$65.83 per month ADC (Records), Police Data Trans, and Rangemaster/Armorer = \$41.66 per month
Bilingual	\$75 per month
Workers' Compensation	76% of compensation

LEGEND:

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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